

NEWS & VIEW
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 Federal Aviation Agency
 Alaskan Region
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Panama C. Z.
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PERFORMANCE RATINGS

The annual Performance Rating date is changed from March 31 to January 31, thus the 1957-1958 Performance Rating period will include the ten months - April 1, 1957 thru January 31, 1958. Our Washington Office has furnished the following statistics on Outstanding Performance Ratings given in 1957.

	No. Employees 3-31-57	No. Out- standing Ratings	Percent
Region 1	3588	54	1.5%
Region 2	4255	106	2.5%
Region 3	2853	62	2.2%
Region 4	3595	106	2.9%
Region 5	1175	34	2.9%
Region 6	722	48	6.6%
Aeronautical Center	853	70	8.2%
Technical Develop- ment Center	246	7	2.8%
Washington National Airport	212	4	1.9%
Washington Office and OIC Field	1599	142	8.9%
TOTAL	19,098	633	3.3%

The percentage of "outstanding" ratings given in 1956 in CAA as a whole was 2.6%, and in 1955 it was 2.8%.

A comparison of the statistics for 1956 and 1957 show a definite improvement. It appears doubtful, however, that this portion of Outstanding Ratings is a true reflection of the relative percentage of Outstanding workers found in the different organizations in our region. It

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seems probable rather that the time and effort required to prepare the necessary justifications may have deterred supervisory officials from giving Outstanding Ratings to individuals whose performance so exceeded normal requirements in all substantial aspects of their work as to deserve special recognition. It is hoped, therefore, that emphasis will be given by you as supervisors, to eliminate inadequacies due to such causes in this year's Performance Rating Program.

TRAINING

130 Regional Office Personnel completed the Group Orientation Session and Tour of the local facilities which include: ATC Training Room and Air Traffic Control Center, Meacham Control Tower and Communication Station, the CAA Hangar, electric repair shop, and Flight Inspection Aircraft.

We would like to thank all those who helped in explaining the operation of each of these facilities.

INCENTIVE AWARD

Mr. Evans S. Miller, who recently returned to the region following a three-year tour of duty in the Washington Office, has received a Sustained Superior Performance Award of \$215.00.

While in Washington, Mr. Miller was employed in the Omnirange Branch of the Navigational Aids Engineering Division in the Equipment Procurement Section. The award was for

Sustained Superior Performance while accomplishing factory inspection work of VOR equipment for the CAA three-year program.

Mr. Miller is an Electronic Engineer in the Electronic Engineering Branch, Navids Electronic Section.

MR. PETERSON REJOINS ANF

The Air Navigation Facilities Division is pleased to have Mr. W. E. Peterson re-join its organization as Deputy Chief. With his exceptional ability and experience, it is felt that the Division will be in a position to better carry on the many functions of its greatly accelerated program.

Mr. Peterson, who was formerly Chief of the Electronics Terminal Aids Section of the Establishment Branch before taking an assignment in Havana, Cuba, under the Office of International Cooperation, transferred to the Air Navigation Facilities Division effective December 1, 1957.

ANNUAL AND SICK LEAVE BALANCES

The annual leave letter, notifying employees of their annual and sick leave balances, will be distributed by Payroll to the Divisions in about a month.

DESIGNATION OF BENEFICIARY TO RECEIVE

UNPAID COMPENSATION OF FEDERAL EMPLOYEES

An employee may designate a beneficiary if he does not wish the order of precedence to apply. If there is no designated beneficiary living, any unpaid compensation which becomes payable after the death of an employee, will be payable to the first person or persons listed who are alive on the date title to the pay-

ment arises. The order of precedence is the same as the Federal Employees' Group Life Insurance.

Employees who desire to designate a beneficiary, may request Standard Form 1152 from the Stationery Stock Room, FE-142. This form should be completed in duplicate and mailed direct to the Payroll Office, FW-82. This Designation of Beneficiary Form is to be used solely for the disposition of unpaid compensation at death of a civilian employee and is not to be confused with Standard Form 2808, Designation of Beneficiary, Civil Service Retirement System, which is used only for the disposition of death benefits.

DESIGNATION OF BENEFICIARY TO RECEIVE FEDERAL EMPLOYEE LIFE INSURANCE

An employee who is insured under the Federal Employees' Group Life Insurance Act of 1954 may also designate a beneficiary to receive any insurance which becomes payable under the Act after the death of the employee if he does not wish the order of precedence to apply. The order of precedence is as follows:

1. To the widow or widower.
2. If neither of the above to the child or children in equal shares with the share of any deceased child distributed among the descendants of that child.
3. If none of the above, to the parents in equal shares or the entire amount to the surviving parent.
4. If there be none of the above, to the duly appointed legal representative of the estate of the insured, or if there be none, to the person or persons determined to be entitled thereto under the laws of the domicile of the insured.

Designation of Beneficiary - Federal Employees' Group Life Insurance Act of 1954, SF-54, is to be used for this purpose and may be obtained upon request

no credit for the military service will be allowed in computing the amount of the social security benefit.

16. When would it be to the advantage of a widow (or widower or dependent child) to credit military service before January 1, 1957, toward retirement and receive a survivor annuity?

This depends on the circumstances in the individual case. Since a choice to credit military service toward retirement cannot be changed, the widow should get statements from her nearest social security office and from the Civil Service Commission as to exactly what benefits would be payable under each system. She can then compare the benefits and choose the one which is to her advantage.

17. Is deposit required for military service?

No. Full credit is given for military service without any deposit to the retirement fund. Such service is free.

18. What credit is given if a civilian employee is placed on furlough or leave without pay to enter the military service?

The entire furlough period is credited, without deposit, as civilian service if it ended no later than December 31, 1956. If it ended after December 31, 1956, full credit is allowed for the furlough period up to a maximum of 5 years.

19. May military furlough periods be credited as civilian service if credit for the military service itself is barred because the employee is receiving military retired pay or is entitled to social security?

No.

20. How does payment of a refund affect a military furlough?

Payment of the refund terminates the military furlough, and the individual may not receive further benefits under the Civil Service Retirement Act unless

he later returns to a civilian position under the Act.

21. Is military service creditable if it is performed after final separation from civilian employment?

No. Such service may be credited only if the individual again becomes a member of the retirement system.

22. Do the provisions on the crediting of military service which are explained in this series of questions and answers apply to service performed with women's organizations such as the WAC, WAVES, etc.?

Yes.

23. If service with the WAAC creditable?

Yes. The Women's Army Auxiliary Corps (WAAC) was the predecessor of the WAC.

24. May an employee receive credit for service with the National Guard?

Only when ordered into the service of the United States.

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EXCUSED ABSENCES

Excused absences are covered in Standard Practice 3680 through 3689. Below are some questions which have been asked by employees in the field concerning excused absences for various reasons.

1. Can excused absences be allowed for employees of the Civil Air Patrol ordered to participate in Civil Air Patrol activity?

No. Annual leave may be granted if no dual compensation is involved. Otherwise leave without pay may be allowed.

2. How is this different from Civil Defense Program?

Executive Order 10529 and Department of Commerce Administrative Order 202-17 outline the requirements for excused absence relating to Civil Defense pre-emergency training program and Ground Observer Corps activity.

from the Stationery Stock Room, FW-142. The form should be completed in duplicate and returned to the Personnel Office, FW-90, except that in the case of retired employees, the form should be filed with the U. S. Civil Service Commission, Washington 25, D. C.

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DESIGNATION OF BENEFICIARY UNDER THE RETIREMENT ACT

An employee who is subject to the Civil Service Retirement Act may designate a beneficiary if he does not wish the order of precedence to apply. The designation of beneficiary applies to lump-sum payment only and will not affect the right of any person who qualifies for survivor annuity benefits. Lump-sum death benefits are payable upon an employee's death if the employee has less than 5 years of civilian service or leaves no widow (or widower) or children entitled to a survivor annuity. For your information, the order of precedence for lump-sum payment is as follows:

1. Designated beneficiary
2. Widow (or widower)
3. Child, or children in equal shares
4. Parents
5. Executor of administrator of estate
6. Next of kin

Employees who desire to designate a beneficiary, or to change or cancel a previously designated beneficiary, may request Standard Form 2808 from the Stationery Stock Room, FW-142. This form should be completed in duplicate and mailed direct to the U. S. Civil Service Commission, Washington 25, D. C. The designation of a beneficiary must be received by the Civil Service Commission prior to the death of the employee or former employee to be valid.

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QUESTIONS AND ANSWERS CONCERNING CREDITING OF MILITARY SERVICE FOR RETIREMENT PURPOSES

This is a continuation of the article in News and Views concerning Civil Service Retirement published last month.

13. If an employee retires before he is eligible for social security, may he receive credit toward retirement for military service performed on or after January 1, 1957?

Yes. Credit for the military services will be allowed during the time the employee is not eligible for social security. If he becomes eligible for social security after he retires, his annuity will at that time be recomputed to exclude credit for the military service.

14. What choice does an employee's widow (or widower or dependent child) have between crediting military service toward retirement or toward social security?

She has no choice with regard to military service performed on or after January 1, 1957; if she is eligible for social security, then the military service cannot be credited under the Civil Service Retirement Act. With regard to military service before January 1, 1957, she does have a choice; she can choose to have this military service credited under the Civil Service Retirement Act or toward the social security benefit.

15. What is the effect of an election by a widow (or widower or dependent child) to credit military service performed before January 1, 1957, toward social security rather than toward retirement, and vice versa?

If the widow elects to credit the military service toward social security, she cannot receive any survivor annuity under the retirement system. If she elects to credit the military service toward retirement she may still be eligible to receive social security if there is sufficient other covered employment but